



# 4<sup>th</sup> Estate Breakout Group Proposed AcqDemo Design Modifications

AcqDemo 2.0 Conference

April 19, 2012



**DoD**

**Civilian Acquisition Workforce Personnel  
Demonstration Project (AcqDemo)**

*FLEXIBILITY  
COMMUNICATION/EDUCATION  
TRAINING*

- Retention Service Credit
- One Assessment Narrative or Six
- Retained Pay Issues – Management/Spreadsheet
- Very High (VH) Rating Range of 101-115
- Close Out Requirement
- Understanding the 1% Award Limitation
- Payout Flexibilities
- Pay Setting Update – Internal Hires within Broadbands
- CAS2Net Modifications

## – *Retention Service Credit / Summary Rating Level Designators*

- ISSUE: Summary Rating Level Designators in MyBiz for AcqDemo inappropriately reflect value of OCS ratings and limit retention service credit and, if used in concert with other GS personnel, can impact management/development decisions
- RECOMMENDATION:
  - Add to the Addendum (Part 1) on page 2, under the visual of the scatterplot, statements that describe rating equivalencies tied to the Zones (A, C, and B)
  - EC to develop AcqDemo Fact Sheet to educate current AcqDemo workforce as well as gaining organizations on system differences
  - Develop alternative descriptor for AcqDemo - CONCUR
  - EC to review the current years associated with each Zone for Service Retention Credit.

## – *One Assessment Narrative or Six*

- ISSUE: Writing assessments to six factors can spawn unnecessary duplication/excessive statement of contributions, complicating vs clarifying contributions and pay pool determinations
- RECOMMENDATION:
  - Pay Pools to have flexibility to decide 1 vs 6
  - Once chosen, have ability to “lock out” other option in CAS2Net
  - Once chosen, require consistency within a Pay Pool

## – *Retained Pay Issues – Management/Spreadsheet*

- ISSUE: Significant retained pay population presented challenges for pay pool deliberations as pay levels do not align with AcqDemo
- RECOMMENDATION:
  - To NOT treat Retained Pay employees differently

## – *Very High (VH) Rating Range of 101-115*

- ISSUE: Payouts for retained rate employees using VH ratings produced some undesirable results due to incremental effects of single 115 score
- RECOMMENDATION:
  - To maintain current 0-115; develop factor descriptor criteria/policy/process/training OR
  - Create intermittent scores and develop factor descriptor criteria/policy/process/training/software
    - Pay Pools retain flexibility of use

## – *Close Out Requirement*

- ISSUE: AcqDemo does not currently include a requirement for close-out assessment of employees changing positions/supervisors and/or separations.
- RECOMMENDATION:
  - Add capability in CAS2Net for optional use by Pay Pool
  - Establish business rules necessary for either option



## – *Understanding the 1% Award Limitation*

- ISSUE: Application of WH/OPM/DoD direction on 1% award funding limitation not fully understood across all pay pools
- RECOMMENDATION:
  - Educate and Communicate

## – *Payout Flexibilities*

- ISSUE: Some have expressed need to have additional payout flexibilities beyond what is currently provided in CCAS spreadsheet
- RECOMMENDATION:
  - Increase Discretionary above 20% - CONCUR
  - Variation of Rail Position - CONCUR

## – *Pay Setting Update – Internal Hires within Broadbands*

- ISSUE: Pay setting provisions under AcqDemo, particularly with regard to the hiring of other government candidates to broadband positions which encompass their current GS grade, are not being interpreted commonly across components
- RECOMMENDATION:
  - Consistent interpretation of definition of “new hire” – CONCUR

## - *CAS2Net Modifications*

- ISSUE:
  - Modifications necessary in CAS2Net and Spreadsheet
- RECOMMENDATION:
  - Modifications to CAS2Net and Spreadsheet - CONCUR

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